



Principal - Job Description, XP Gateshead

In XP School Trust, we focus relentlessly on character growth and beautiful student work which results in outstanding academic progress and fantastic children. Would you like to join our team and **lead** further the development of our outstanding schools?

“If I were to make a list of the best schools in the world, XP would be on that list.”, Ron Berger, Chief Academic Officer of Expeditionary Learning, a network of over 160 schools in the USA.

We deliver our curriculum through cross-subject expeditions at all key stages. Within XP School Trust we are building a team of teachers who are strong in their trained subject and are willing to support and develop their teaching in other subjects to deliver our cross-subject learning expeditions. Most teachers have passions and expertise in subjects close to, or disparate from, their trained subject and will therefore have the opportunity to bring these wider skills into our curriculum.

Job details

Salary: L21 - L27

Hours: Full Time

Contract type: Permanent

Reporting to: Executive Leadership Team, Board of Directors

Start Date: 7th June 2021, or as close to this date as possible. The candidate must be in place for the school opening

Main purpose

The Principal will:

- Establish and sustain the school's ethos and strategic direction together with the Board of Directors and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

Qualities

The Principal will:



- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Duties and responsibilities

School culture and behaviour

The Principal will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The Principal will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

Additional and special educational needs (SEN) and disabilities

The Principal will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEN Code of Practice